



Pavement Pounder

Publication 2024.9
August/September
2024

Branch 111 N.A.L.C. “The Wasatch Branch”

Midvale - Millcreek - Murray - Northwest - Orem - Sandy - South Salt Lake - Sugarhouse - Tooele - West Jordan - West Valley

Urgent Message:

Branch 111 needs uniforms for new hires! The uniform bank is completely empty. Please donate any uniforms you may no longer need to the Branch for these new carriers. Bring them to your local station, or preferably to the union hall. Any help is appreciated.

Mark Your Calendar

October

Thursday 3rd
Thursday 10th
Wednesday 16th
Thursday 24th

E-Board
Branch Meeting
Steward Training
Retiree's Dinner

November

Thursday 7th
11th - 14th
Thursday 14th
Wednesday 20th
Saturday 23

E-Board
RAP Session (Sunriver OR)
Branch Meeting
Steward's Training
Poker Night

December

Thursday 5rd
Thursday 12th
Wednesday 18th

E-Board
Branch Meeting
Steward Training

Follow Branch111 on Facebook for the most up-to-date information on events, meetings and branch news.

Visit Branch111.com for news, donations, resources.

Use this QR code to easily access branch111.com



The President's Report

Lunch with the Presidents

On August 6th, it was my great pleasure to have lunch with two of the Branch 111 former presidents. Tom McPartland and Steve McNees (pictured) were the Branch Presidents that I knew in the 1990s, followed by Mike Miller in the early to middle 2000s. McNees did two terms, followed by McPartland for one term, followed by Miller for two terms. These and many others (Mike Madsen, Rich Doucette, Bob Gunn, Kirk McLaughlin, Bob Jewell, Sharla Groves, and more that are lost to time), taught me how to be a Shop Steward, and a Branch Officer. It was a different time back then, cell phones were pay-by-the-minute, so after Letter Carriers were out of the office, phone calls were rare and short. The branch used to file about 200 grievances per year, whereas now we average around 3000. Back in those days contract



knowledge was a well-kept secret, and those in the know were often seen as having “power”. I am grateful that our branch did not keep those contract secrets. All of the above-mentioned leaders shared their knowledge and experience freely, mentoring the next generation (Jeff Asay, Karen Ewell, Phil Rodriguez, Terry Ehlers, and many others), and we in turn did the same for the next generation, and so on and so on.

Lunch with our former leaders reminded me that our time passes, and the next generation will always take over. Passing on our knowledge and experience empowers the next generation to succeed, because they can learn our “best practices”, while also learning to avoid our mistakes. And most importantly, the next generation will always have a foundation and a framework that they can build upon; they never have to start from scratch. I have so much gratitude for the giants that preceded me, both for their service to the branch, and for their generosity of experience, and for all the negotiations and settlements that became the basis for our growth.

The funny thing is that I didn’t always get along with the above-mentioned people. There were occasional disputes, and tempers flared. But in the end, we found ways to respectfully disagree, and that is the key to working well as a group. In business, when 20 people agree with each other, then 19 of them are unnecessary. Different views create better solutions, because more options are considered.

The last thing I want to say is that Branch 111 is always looking for future leaders, officers, or simply people who want to participate.

If you have been thinking that it is time for you to step up and represent, or perhaps you feel that management has been running roughshod over the contract, and you would like to fight for our collective rights, then please give me a call at the Union Hall.

I promise that the current officers of Branch 111 will share our experience and knowledge with you, at least as much as we are able to, because that is exactly what happened to us when we started.

Michael Wahlquist – President
Branch 111, NALC

OWCP (in case of on the job injury)

IMPORTANT: Please sign up for ECOMP to make sure your compensation is not delayed. Use the QR code to go to the ECOMP website <https://www.ecomp.dol.gov/>

Everyone should have an ECOMP Profile! Be prepared before you need it to prevent delays to your compensation.



Vice President's Message:

Family Medical Leave Act of 1993

FMLA should be utilized by any employee with a qualifying condition, to protect themselves against discipline. Management attempts to discipline us all the time for not being regular in attendance. One way to protect ourselves is by making sure that we are covered by FMLA when we qualify for it.

FMLA provides certain employees up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be maintained during the leave.

Employees are eligible for leave if they have worked for the USPS for at least 12 months and have at least 1,250 hours over the past 12 months. eligible letter carriers up to 12 weeks of leave each postal leave year, for:

- A new child in the family—by birth, by adoption or by placement in foster care;
- Caring for a family member with a serious health condition;
- The employee's own serious health condition that prevents him or her from performing the job, or
- Qualifying exigencies arising out of the fact that employee's family member is on or has been notified of "covered active duty" in the Armed Forces.

The necessary paperwork can be obtained online by googling the DOL Form or the FMLA NALC forms. If, for some reason the FMLA is denied solely because the NALC form was filled out, please ask your steward to file a grievance as it is an acceptable form to submit to HRSSC FMLA. If your doctor is faxing the form please ask them for a copy of the fax receipt. Then you can ensure it was sent to the correct fax number and within the time frame. You can always fax it yourself as well to ensure that it is properly and timely submitted. The following is the proper mailing address and fax number:

Western Area HRSSC FMLA WESTERN
PO Box 970910

Greensboro NC 27497-0910

FAX: 651-456-6071

In Solidarity,
Destiney Carrillo
Vice President

The Letter Carrier Political Fund is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service.

Each year, NALC fights to fend off attacks in Congress that threaten letter carriers' collective-bargaining rights, retirement benefits and livelihood. We've been successful so far, and we want to continue helping to elect House and Senate candidates who will protect us, promote our issues and deliver our message to Washington.

Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong letter carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and



Vice President's Report

Convention 2024 "Boston"

If you have been lucky enough to attend a National Convention -regardless of the city- you know what a tremendous experience it is. The convention is very well done and the experience of joining thousands of other letter carriers from all over the country is truly amazing. I have been blessed to have attended a convention in Chicago in 2022 and recently in Boston. Two wonderful cities with so many things to see. There are letter carriers everywhere you go, on the street, at the sites, and of course at the convention itself.

Day 1:

The 73rd Biennial Convention of the National Association of Letter Carriers began on Monday, August 5th. At 10:00 AM the convention was called to order by National Secretary-Treasurer Nicole Rhine. After the singing of the National Anthem and Pledge of Allegiance, President Renfroe addressed the membership. President Renfroe spoke about progress and solidarity and then updated the membership on collective bargaining. President Renfroe touched on NALC's primary goals:

- Obtain wage increases and maintain cost-of-living protections
- Eliminate the two-table wage structure and replace it with a single pay table
- Maintain healthcare and retirement benefits
- Maintain protections against job threats such as subcontracting
- Negotiate changes to work rules that would benefit NALC members.

Renfroe said "Today we are near agreement on the major economic pieces of a tentative agreement."

Following Renfroe's remarks AFL-CIO president Liz Shuler spoke to the delegates. After President Shuler's remarks there was business to conduct.

The convention discussed a motion to overturn

President Renfroe's ruling that three members do not have standing to appeal the decisions by the Executive Council that found the NALC president not guilty of three charges. In a teller vote, the motion carried 2,221 to 1,596. Meaning the delegates would hear the appeals by the Wednesday of convention week.

Day 2:

At the top of the second days agenda the convention voted to endorse Vice President Kamala Harris for president by a overwhelming vote and when Renfroe announced "The NALC proudly endorses the Harris Walz ticket, and we will do all in our power to ensure that Kamala Harris is the next president of the United States", which received a standing ovation from the delegation.

The convention then heard from Roxanne Brown of the United Steelworkers Union, APWU President Mark Dimondstein and an inspiring speech by International Association of Fire Fighters President Ed Kelly. Last we heard from National Postal Mail Handlers Union President Paul Hogrogian addressed the delegates. Following some housekeeping and starting the voting on a few resolutions, the convention adjourned for the day.

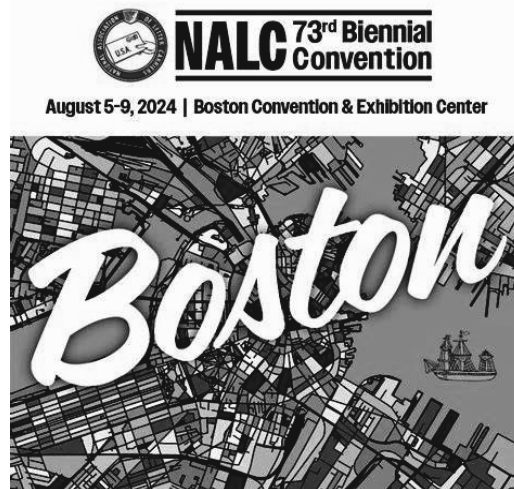
Day 3:

Early on day three a motion to have President Emeritus Rolando chair a hearing of articles to appeals, to be held during the afternoon session, was passed by the delegates. President Renfroe introduced speakers on day three

including, UNI Americas regional secretary Marcio Monzane and Rep. Katherine Clark -the minority whip in the U.S. House of Representatives.

Then it was down to business and President Renfroe handed the gavel to President Emeritus Rolando who presided over the discussion. Rolando read Article 10 of the NALC Constitution and laid out the process by which the charges had been made, investigated and decided upon by the Executive Council. President Emeritus explained the 3 appeals and explained each charge would be handled in turn. Director of City Delivery Chris Jackson was allowed 20 minutes to present his case to overturn the ruling of the Executive Council on charge 1, the Neglect of Duty.

(continued on following page)



(Boston, Continued)

President Renfroe was given 20 minutes to present his case. Both parties were given 5 minutes for rebuttal. After hearing the appeal, the delegates voted to uphold the Executive Council's decision of not guilty on charge 1 with a teller vote of 2,997 to 1,576. President Emeritus Rolando asked the convention to continue the process as soon as the convention on Thursday.

Day 4:

The appeal for charge 2, Circulating False or Misleading Statements about an NALC Officer, was then heard by the same process as the previous charge 1. Ultimately, a teller vote of 2,949 to 1,478 upheld the Executive Council's ruling of not guilty. Jackson then had his appeal heard for Charge 4, Abandonment of Position. The teller vote for charge 4 was 2,674 to 1,712 to uphold the Executive Council's ruling of not guilty. Garden Grove, CA Branch 1100 member Charlie Miller had his appeal heard for the penalty the Executive Council imposed for Charge 3, Impaired Driving in an NALC owned vehicle. The teller vote for Charge 3 was 2,783 to 1,438 to uphold the Executive Council's penalty. The process of hearing the appeals took a very long time but it was important to hear because that is what the delegation voted to do back on day 1. A tremendous amount of work was left to do on voting on the dozens of resolutions proposed by many delegates.

Final Day:

Day 5 was all business and the delegation powered through the resolutions despite staying late and many delegates leaving to catch flights home but the task was completed.

The convention this year was unlike any other convention that came before it. Long days and unprecedented business conducted and at the end of the day I would say it was a positive convention and the voice of the delegates was heard.

Yours in Solidarity,

Mike Hansen

Executive Vice President

This spot reserved for Contract News

Coming Soon

Very Soon

NALC BRANCH 111
Minutes of the Regular Union Meeting
Sept 12, 2024

Convened at 6:38 pm

The meeting was also broadcast over Zoom for those unable to attend in person.

Conducting: Mike Wahlquist, President

Pledge of Allegiance conducted by Mike Simonsen

Moment of Silence for Senator Karen Mayne who passed away.

Roll Call by Steve McNees

Minutes of the July 2024 union meeting were posted. Without objection, they will be filed for future reference. Note: there was no August Union Meeting.

Reading of the Communications by Steve McNees

- National Convention Delegates were sent letters confirming their election as delegates and attaching meeting schedules, housing locations, and local activities.
- We received notification of Mail Count and Inspections to be conducted in the Bountiful office from 9/21 to 9/27/2024.
- We received Work Hours, volumes, and deliveries Analysis from the District for the following zip codes: 84010, 84047, 84054

Application for Membership by Mike Hansen

- Adam Staker, Hailey Austin, Cameron Sullivan, Luis Nunez, Kenneth Reeves, Randall Maynes, Zachary Todd, Matthew Piteck, Nicholas Eggleston, Triston Kelley, Amanda Alviso, Spencer Oakden, Emiliya Uribe, Harline Lindsey, Justin Wheeler, Rhett Hamilton, Andres Mitchell, Anthony Gutierrez, Landon Stuart, David Moore

LETTER CARRIER POLITICAL FUND (LCPF) by Josh Thibodeau –

- In the new contract, they are trying to create an easier way to signup for LCPF.
- We had a couple of new PTFs from downtown signed up for LCPF this last month.
- Nationally, they are pushing to pass the Letter Carrier Protection Act.
- LCPF donated \$5,000 to John Curtis' campaign this last year.

MDA COORDINATOR by Nathan Chester

- \$4,633 has been raised so far this year for MDA.
- He is concerned that we have spent too much money on prizes for drawings. With nearly 1,200 members, even an occasional \$1 donation should bring in more money. Please donate (more than \$1) directly at meetings/activities or send it to the union office.
- He is considering a new game.
- At Steward dinner Nathan will be collecting donations for MDA. Bring a little extra cash.
- 6 people were interested in a picking winners tournament (for athletic events).

DIRECTOR OF VETERAN AFFAIRS by Jimmy Fleming • no report

LEGISLATIVE by Chad Mortensen

- At a debate one candidate told everyone that unions were horrible and the vote by mail was a fraud. Most elected officials have some abilities to make a difference in our jobs. We need to support people who will protect our jobs.
- Monnica Manuel (West Jordan) is running for State Senate and would like to speak to us, maybe next month.
- Who do Letter Carriers support? Those who support us.
- It is very import that we all support LCPF to support our supporters. It does matter to protect our jobs.

TRUSTEES by Chad Mortensen

- The Trustees didn't meet this month because Chad was not available. Mike Madsen will open up the books and show anyone that wants to know what is going on.

MBA / COMPENSATION by Bob Jewell

- The Orem office filed and won a grievance that will have Bob go there and train the postmaster and all 6 supervisors on OWCP regulations.
- Management claims that they can't pay COP until they have all of the documentation. That is not true. COP is to cover the time during which the documentation is collected (including medical documentation).

HEALTH BENEFITS by Jim Kerekes

- A recent Retiree Newsletter came out explaining the new health program, PSHBP.
- New programs affect retirees more than active.
- A new platform for selecting health programs is coming out before the open season (Nov 11 - Dec 9).
- A bulletin came out explaining how to enroll in Medicare Part B. Sept 30 is the last day to send in your form.
- Before open season, retirees will receive information on which plan under the new program is most comparable to their current plan. You should review the new plan to make sure it covers your needs. You will be transitioned into the new plan unless you choose another during open season.
- Medicare has a booklet that will help.
- If you are an annuitant you need to remain in Medicare Part B. Part B will cover the co-payments. If you don't have Part B you will have to pay much more on bills.
- Part D was required to be in the health programs. New retirees will be automatically enrolled.
- Those on Silver Script need to fill out the paperwork to get their \$600 rebate this year.
- Medicare Advantage Plans – You have to suspend your insurance plans to get an Advantage Plan or outside plans.
- When you turn 65 you have to sign up for Part B or you will lose your health benefits.
- Call Jim if you have any questions.

(Continued on following page)

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ORGANIZER by Justin Lindquist

- He has signed up 100% or the last three classes of new employees. • He is thankful for the NALC and all of those that have mentored him through the years.

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SAFETY AND HEALTH by Justin Lindquist / Nathan Chester

- Nathan: Tony Cline showed up to the last meeting. SL City accidents are way up lately. Hitting fixed objects has been one of the main reasons. Management wanted to know why they were having so many accidents. He indicated that carriers are getting better about reporting accidents. • Reporting heat problems in the office has been effective lately. • If the air conditioning in your office isn't working properly, turn in a form 1767. • 91 of 105 PTF positions are filled. • If your restrooms are breaking down or dirty, fill out a 1767 (or call OSHA) to get the necessary supplies. Tony Cline said he would make sure you get it. • The snow plows won't be called to plow the parking lots if the snow isn't a certain depth. Still, they are required to provide a safe work place. Complete form 1767 if it isn't safe.
- Call Justin if you have suggestions for the next Safety and Health Meeting.

DIRECTOR OF RETIREES by Jeff Asay

- The Retiree Dinner is October 24th 3:30-5:30 at the Draper Chuck-a-rama. • Most changes coming up (health benefits, OWCP, etc) will probably be done using a computer. Sign up for your government account NOW, so that you don't run into a last minute problem.

TREASURER by Mike Madsen

- 3 years ago we had \$225,000 in savings. We now have \$133,000 of which \$61,000 is progressive permissive remedies money. \$75,000 is all we have left from three years ago. • We need to start thinking about what we want to spend and what dues will have to be to pay for what we want/need. • This month: \$5,800 progressive/permissive awards, \$35,000 income, \$43,800 expenses for an \$8,800 negative flow. • We need to prepare to create a balanced budget for next year. We reduced our dues three times in past years.

VICE PRESIDENT by Destiney Carrillo

- The Shop Steward dinner is next week. Have a good week.

EXECUTIVE VICE PRESIDENT by Mike Hansen

- 2,373 grievances filed so far this year. • The steward dinner is next week. 60 people are going so far. Dinner tickets are available online (contact Mike for help). It will be held at the Bee's baseball game.

PRESIDENT by Mike Wahlquist

- We did reduce our dues three time since about 2015. We did this to keep our dues below \$30, mostly for organizing purposes. Now our dues are at about the national minimum and we need to rethink this. • There were 2 assaults on carriers in the last 2 weeks. There were no injuries or property damage. There are supposed to be personal safety standups in every SLC office in the morning. • If you are accosted on your route or anywhere else while at work, you do not fight. You give up your mail, arrow key, scanner or whatever else they ask you to do, then call management. First and foremost, you take care of yourself. • The rap session attendees are selected and their funding will come out of the progressive/permissive remedies fund. • The 84103 zone intervention has been going on for months. About 6-8 weeks ago management pulled out of the agreement (at the area level). Locally, they are still working to clear up the remaining grievances and problems. • We still don't have a national contract.

SPECIAL ORDERS: • none

UNFINISHED BUSINESS: none

NEW BUSINESS: none

GOOD OF THE ASSOCIATION:

- National has changed the rules so that new retirees who didn't decide to remain in the union can now sign up after years, and not have to pay back dues. The only requirement is they must be in good standing at the time they retired (no retiree back dues will need to be paid).

IMPROVEMENT OF THE ASSOCIATION: none

DRAW AND ADJOURN – 8:21 pm

- \$25 drawing winners: Avi Elliot, Nathan Chester
- RETIREES – \$525 (Lee Dansie was not present). Next month it will be \$550.
- PROGRESSIVE A - \$925 (Ronald Vance was not present). Next Meeting it will be \$950.
- PROGRESSIVE B - \$825 (Rhett Hamilton was not present). Next Meeting it w it will be \$850.

The HATCH ACT and You!

As we enter into the 2024 political season, please be aware that Letter Carriers are regulated by federal law from certain political activities via the Hatch Act. Please be aware of the Do's and Don'ts to prevent any issues.

Do's (while off the clock, out of uniform)

Active letter carriers may—**on their own time, away from work, out of uniform and without using a postal vehicle:**

- ♦ Be candidates for public office in non-partisan elections (that is, elections in which none of the candidates are to be nominated or elected are representing a political party).
- ♦ Register and vote.
- ♦ Sign and circulate candidate nominating petitions and ballot initiative positions.
- ♦ Assist in voter-registration drives.
- ♦ Speak and write publicly and otherwise express opinions about candidates, ballot measures and issues.
- ♦ Attend political rallies, meetings and other events.
- ♦ Attend fundraisers and contribute money to political organizations and campaigns.
- ♦ Volunteer for political campaigns and encourage others to volunteer.
- ♦ Participate in phone-banking and precinct-walking for candidates and ballot measures.
- ♦ Display bumper stickers, lawn signs and other campaign paraphernalia.
- ♦ Raise money for the Letter Carrier Political Fund from other NALC members. (Note: Letter carriers while detailed to 204b or other higher level assignments should not solicit contributions to the Letter Carrier Political Fund from postal employees who may be viewed as their subordinates.)
- ♦ Volunteer, run for and hold an office in a local or state political party or club.

Don'ts (while on the clock, at the workplace, in uniform or in a postal vehicle)

Active letter carriers may not—**while on the clock, at the workplace, in a postal uniform or in a postal vehicle—engage in any of the otherwise permissible political activities listed in the “Do's” above. For example, while on the clock, at the workplace, in a postal uniform or in a postal vehicle, you may not:**

- ♦ Send or forward a partisan political e-mail.
- ♦ Wear or display any political or campaign material, even as a computer screen-saver or desktop wallpaper.
- ♦ Circulate partisan political materials to co-workers.
- ♦ Sign up electronically to contribute to the Letter Carrier Political Fund or solicit other letter carriers to contribute.

Don'ts (ever)

Active letter carriers may not—**even on their own time, away from work, out of uniform and without using a postal vehicle:**

- ♦ Use their official titles or positions when engaging in otherwise permissible activities.
- ♦ Raise money for partisan political groups or campaigns (except for the Letter Carrier Political Fund), including phone-banking, letter-writing, selling tickets, hosting a fundraiser, inviting people to attend a fundraiser, or allowing your name to be used in a fundraising appeal.
- ♦ Otherwise solicit, receive or handle contributions for a partisan political group or campaign.
- ♦ Run for elective office in partisan (party-label) elections (even if you report “No Party Affiliation”).
- ♦ Raise money for the Letter Carrier Political Fund from non-NALC members (except from their immediate family members in the same household).

Health Benefits

The Special Enrollment Period ends September 30, 2024.

Under the special enrollment you should have received a letter to sign up for Medicare Part B without having to pay the penalty. You need to fill out and return the letter, postmarked no later than September 30th, or you won't be signed up. If you didn't get a letter, you're probably too late. Hopefully you get this information in time.

If you belong to the Silver Script Drug Program, you have until the end of this year to get your \$600.00 reimbursement. Don't wait to get that (you've already spent \$600.00 worth of expenses to get it).

I believe next month some time you'll be receiving more information as to the new health program. Check with OPM.gov/insure and keepingposted.org to see if there is new information. Be sure and get signed up with OPM, with your own log-in. Get help if you need it!

-Jimmy Kerekes

Health Benefits

Carrier's stories

Volume 1:

"Dogs Can Climb Fences!"

Submitted by Karen "Taz" Tahmoreszadeh

When I was a carrier in New Orleans, I had a customer on my walking route that had a pit bull that would climb the chain link fence, get loose and try to attack me. I always had to spray her and she still wasn't phased. The customer came out one day and cursed me out for spraying the dog but refused to confine her. He called to complain about me spraying the dog and tried to get me fired. My supervisor didn't believe the dog climbed the fence and came out to watch what happened. That day the dog climbed the fence, forced me on the neighbor's porch and they came out with a broom to try to protect me. Management took the customer to court, USPS won and the customer was ordered to put up a 12 foot fence or get rid of the dog. The customer moved shortly afterwards, as he was probably a renter

Do you have a story to share? We'd like to hear it!

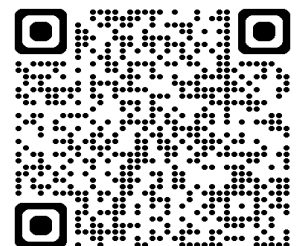
Submit to Natechester8@gmail.com

MDA– Muscular Dystrophy Association

Branch 111 and NALC are the proud supporters of MDA. MDA is the official charity of the NALC. Donations go to MDA where they send kids to camp, support research, and coordinate care with hospitals, doctors and patients.

We've had a successful year, but are still far short of our goal of \$12,000 for the branch! This is roughly \$10 per active member.

If you haven't donated, please consider donating today. Go to the Branch 111 website, click on "Donations, Purchases and Payments" and then "Donate to MDA". You can also scan this QR code to go straight there. Thanks for your support!



Safety and Health Message:

Take Care Of Yourself and Each Other!

As we progress through our careers as Letter Carriers, it's more important than ever to protect ourselves from the many risks we face to our safety and health. Being a letter carrier is a hazardous job. However, there are some things that we ought to do to make sure we remain safe and healthy.

- ♦ Remind yourself to set a goal each day to finish each day as healthy as you started it.
- ♦ Learn the M-41 and follow it for carrier duties and safety practices
- ♦ Be selfish with your safety! Never compromise your physical health to "make numbers".
- ♦ Take note of "close calls" and plan to avoid those situations in the future
- ♦ Pay attention to your own body and adjust work practices as necessary. Minor aches and pains could signal a repetitive motion injury in the future.
- ♦ Only drive while driving! Resist the temptation to look at mail, packages, scanners, etc. while driving. Practice keeping both hands on the wheel, and both eyes on the road until completely stopped at the park point.
- ♦ Demand a safe work environment! Management must provide a safe and healthy work environment. Carrier's work environment includes the postal facilities, mail trucks, equipment, and conditions on your routes. Document all safety hazards with management and stewards. If needed, fill out a 1767.
- ♦ Work at a pace you can maintain for your career without putting too much stress on your body. Bodies and joints wear out, make sure you protect yourself now for a happy retirement later.
- ♦ Get involved! Volunteer to be on your station's safety and health committee.
- ♦ Watch out for each other. If you see a fellow carrier doing something unsafe, kindly remind them that they should not sacrifice their personal safety for a job.

Branch 111 strongly encourages its carriers to work as safely as possible! You matter far too much to sustain any injury. Take care out there!

Steak Fry Recap

Branch 111 had a great time at the Annual Steak Fry. We had a wonderful turnout. Most people won a prize or two of some kind, and the MDA was able to raise some funds. Thanks to all those who came and those who volunteered to help cook and clean up. If you weren't able to come, the Branch would love to see you next year!



Poker Night

Wanted: Poker players and dealers!

\$25 buy in

Refreshments served, BYOB adult
beverages

PRIZES and FUN!

Everyone invited, bring family and
friends

email Natechester8@gmail.com to
register

Saturday, November 23

7:00 pm



National Association of Letter Carriers
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Salt Lake City, Utah 84119

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The Pavement Pounder

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For up-to-date information on events, meetings and branch news,

follow Branch 111 on Facebook @NALCbranch111

The financial records of Branch 111 are available to anyone by appointment and a monthly record is always available at Branch 111 monthly meeting.

The Pavement Pounder would like to hear from you! If you would like to submit an article, write it and send to Natechester8@gmail.com. It will be reviewed and edited for publication if accepted.